

## Message Text

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ACTION EUR-12

INFO OCT-01 IO-10 ISO-00 CIAE-00 DODE-00 PM-03 H-02 INR-07

L-02 NSAE-00 NSC-05 PA-01 PRS-01 SP-02 SS-15 USIA-06

EB-07 COME-00 LAB-04 SIL-01 SAM-01 SAJ-01 /081 W

----- 011370

R 141301Z MAY 75

FM AMEMBASSY MADRID

TO SECSTATE WASHDC 1833

INFO AMEMBASSY LISBON

AMEMBASSY LONDON

AMEMBASSY PARIS

AMEMBASSY ROME

AMEMBASSY BONN

USEC BRUSSELS 1677

US MISSION GENEVA 673

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E.O. 11652: N/A

TAGS: ELAB, SP

SUBJ: LABOR: SPAIN GRANTS MODIFIED RIGHT TO

STRIKE-SYNDICAL ELECTIONS CONVOKED

REF: MADRID 2964

SUMMARY: PAST WEEK HIGHLY SIGNIFICANT SINCE (A) NEW LABOR  
MINISTER UNVEILED LONG-PROMISED DECREE-LAW GRANTING  
MODIFIED RIGHT TO STRIKE FOR FIRST TIME IN FRANCO SPAIN,  
AND (B) GOVT-CONTROLLED SPANISH SYNDICAL ORGANIZATION (SSO)  
FINALLY ANNOUNCED CONVOCATION SSO SHOP STEWARD  
ELECTIONS FOR NEXT MONTH. END SUMMARY

1. FOLLOWING MAY 9 CABINET MEETING, NEW LABOR MINISTER  
FERNANDO SUAREZ ANNOUNCED CABINET APPROVAL LONG-AWAITED  
DECREE-LAW GRANTING MODIFIED RIGHT TO STRIKE, WHICH  
EXPECTED TO BE PROMULGATED IN NEXT FEW DAYS.

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2. MODIFIED RIGHT TO STRIKE, HOWEVER, IS HEAVILY CIRCUMSCRIBED. DECREEE-LAW PROVIDES FOR LEGAL STRIKE ONLY: (A) AS LAST RESORT AFTER VARIOUS PRESCRIBED MEDIATION AND CONCILIATION STEPS HAVE BEEN ATTEMPTED; (B) AS OPTION LIMITED TO SPECIFIC LABOR ISSUES, PRIMARILY WHEN COLLECTIVE BARGAINING CONTRACTS ARE UP FOR RENEGOTIATION; (C) WHEN LIMITED TO FIRM OR FACTORY WHOSE WORKERS INVOLVED IN LABOR DISPUTES; (D) WHEN MINIMUM 60 PERCENT WORKERS AFFECTED HAVE VOTED TO STRIKE; AND (E) WHEN MINIMUM OF FIVE WORKING DAYS WRITTEN ADVANCE NOTICE IS GIVEN FOLLOWING FAVORABLE STRIKE VOTE. ADDITIONALLY, ALL LABOR DISPUTES MUST BE CHANNELED THROUGH ELECTED SHOP STEWARDS UNDER AUSPICES OF SSO.

3. ILLEGAL STRIKED UNDER DECREE-LAW WOULD INCLUDE: (A) ALL POLITICALLY-MOTIVATED STRIKES; (B) ALL SOLIDARITY STRIKES BY WORKERS OR OTHERS NOT INVOLVED IN SPECIFC LABOR DISPUTE; (C) ALL STRIKES INVOLVING WORKER SIT-INS OR FACTORY OCCUPATIONS; (D) STRIKES AT ANY PUBLIC SERVICES OR AT INSTALLATIONS RELATED TO NATIONAL DEFENSE; AND(E) ANY WILDCAT OR OTHER STRIKES WHICH DO NOT FOLLOW PRESCRIBED PROCEDURES UNDER DECREE-LAW.

4. WORKERS HENCEFORTH INVOLVED IN LEGAL STRIKES WILL NOT BE SUBJECT TO FIRINGS OR OTHER SANCTIONS BUT WILL BE DENIED PAY FOR DAYS ON STRIKE. WORKERS INVOLVED IN ANY OF VARIOUS TYPES OF ILLEGAL STRIKES, HOWEVER, WILL, AS IN PAST, BE SUBJECT TO FIRINGS AND OTHER SANCTIONS. NEW DECREE ALSO PROVIDES SERIES OF STIFF FINES TO EMPLOYERS FOR LOCKOUTS OF WORKERS INVOLVED IN LEGAL STRIKES.

5. MEANWHILE, ON MAY 5, SS O EXECUTIVE COMMITTEE ALSO FINALLY ISSUED CONVOCATION FOR QUADRENNIAL SSO PLANT LEVEL ELECTIONS FOR SHOP STEWARDS, WORKER REPS OF PLANT LABOR-MANAGEMENT COMMITTEES, AND PLANT SYNDICAL DELEGATES, WHICH WILL BE HELD PRIOR JUNE 30. (SSO OFFICIAL TOLD LABATT IT WILL PROBABLY TAKE MOST OF JUNE TO CONDUCT THESE ELECTIONS.)

6. SSO ALSO ISSUED ELECTORAL RULES, WHICH SURPRISINGLY LIMITED OFFICIAL USE

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LIBERAL, WITH MOST OF SPAIN'S WORKERS OVER 18 YEARS OF AGE ELIGIBLE RUN FOR OFFICE. MOST CLANDESTINE LABOR ORGANIZATIONS, RANGING FROM COMMUNIST-DOMINATED WORKERS COMMISSIONS TO MODERATE CATHOLIC-ORIENTED USO, BUT EXCLUDING SOCIALIST UGT, PLAN RUN CANDIDATES IN HOPE OF CAPTURING SSO SHOP STEWARD POSITIONS. FROM WHICH SUBVERT SSO.

7. COMMENT: UNDER DECREE-LAW'S RESTRICTIONS THERE STILL MAY

NOT BE MANY LEGAL STRIKES IN SPAIN PARTICULARLY  
SINCE SO MANY SPANISH STRIKES ARE OF A WILDCAT NATURE, AND  
INVOLVE SOME S POLITICAL OR SOLIDARITY ISSUES. EVEN SO,  
DECREE-LAW IS STILL SIGNIFICANT SINCE IT IS FIRST TIME  
ANY KIND OF STRIKE MAY BE CONSIDERED LEGAL IN FRANCO SPAIN.  
NEW DECREE-LAW SPECIFICALLY USES TERM "STRIKE" FOR FIRST  
TIME IN OFFICIAL LEXICON, ABANDONING SUCH PAST EUPHEMISMS  
AS COLLECTIVE CONFLICT". DECREE-LAW WILL ALSO ENABLE  
GOS TO REPLY TO ITS INT'L CRITICS BY POINTING OUT SPAIN  
HAS NOW FINALLY GRANTED RIGHT TO STRIKE.

8. CONVOCATION SSO PLANT-LEVEL ELECTIONS ALSO SIGNIFICANT,  
AND WILL POSSIBLY HAVE EFFECT SUBSTANTIALLY DIMINISHING  
CURRENT STRIKE ACTIVITY AND LABOR UNREST, AS MOST WORKERS,  
INCLUDING MUCH OF LABOR OPPOSITION, CONCENTRATE THEIR  
ATTENTION ON CONTESTING IMPORTANT PLANT-LEVEL ELECTIONS.  
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## Message Attributes

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**Disposition Approved on Date:**  
**Disposition Authority:** MorefiRH  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
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